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Bargaining Information Series

PAID VACATIONS AND PAID HOLIDAYS IN
ONTARIO COLLECTIVE AGREEMENTS

January 1976

Number 12



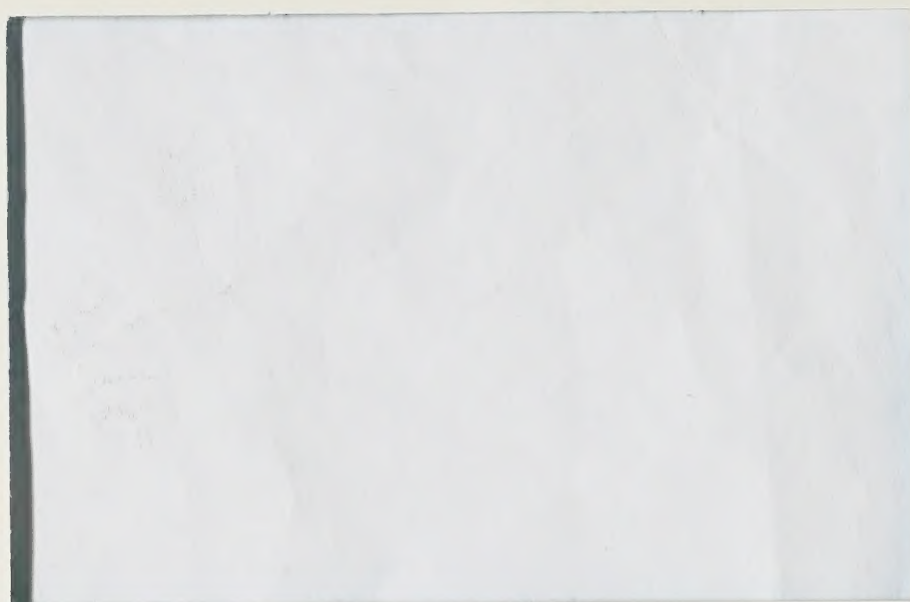
Ontario

Ministry of
Labour

Research
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Toronto
Ontario





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by
Research Branch
Ontario Ministry of Labour
April 1976

Hon. Bette Stephenson, M.D.
Minister

T. E. Armstrong, Q.C.
Deputy Minister


FOREWORD

This paper is designed to give quick access to current information on major elements of paid vacation and holiday provisions in Ontario collective agreements. This is the third report in the Bargaining Information Series to cover these subjects.

Detailed tables on the main provisions, broken down by industry, have been prepared to provide information that will be useful in bargaining situations. For quick reference, the tables are preceded by a summary of their contents.

The information presented was drawn from an analysis of all Ontario collective agreements covering bargaining units of 200 or more employees working in industries other than construction. As of January 1976, when the analysis was prepared, there were 885 such agreements, covering 756, 568 employees, on file with the Collective Agreements Library of the Ministry of Labour.

The report was prepared by Lana Yao under the general supervision of Beth Kendall Jess. For further information, please call 965-6886.



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PAID VACATIONS

Maximum Amount of Paid Vacation

Of the 885 agreements analyzed, 871 (98 per cent), covering 99 per cent of the employees, had provisions for paid vacations. The agreements with no provisions were in the shipping and entertainment industries where the employees generally receive pay in lieu of vacation.

Five weeks was the most common maximum amount of paid vacation and was provided in 47 per cent of the 871 agreements for 57 per cent of the employees they cover. (See Table 1).

Industries where the employees generally received fewer than 5 weeks maximum vacation were leather, textile, clothing, furniture and fixtures, transportation equipment, health and welfare, communications and personal services. Employees who received more than 5 weeks vacation were in the rubber, paper, forestry and transportation industries.

Four agreements provided for an increase during the term of the agreements from 4 to 5 weeks maximum amount of vacation, and one provided an increase from 3 to 4 weeks maximum.

In the previous report on paid vacations in July 1975, 870 agreements were analyzed of which 856 (98 per cent) had provisions for paid vacations. Over the past six months there has been an increase in the number of agreements providing a maximum of 5 and 6 weeks vacation, and a corresponding decrease in the numbers of agreements providing fewer than 5 weeks as a maximum.

Vacation Schedule

Since the Employment Standards Act requires 2 weeks vacation after 12 months service, this report will cover vacation schedules that provide more than 2 weeks' vacation. Tables 2 to 5 give details of the length of service requirements for vacations of 3 to 6 weeks. There were 6 agreements that provided 7 weeks vacation, 4 after 25 years of service and 2 after 35 years.

The following tabulation shows the percentages of the agreements analyzed with provisions for 3 to 6 weeks of paid vacation as of July 1975 and January 1976.

<u>Amount of Vacation</u>	<u>Per Cent of Total Agreements Studied</u>		<u>Per Cent of Total Employees Covered</u>	
	<u>July 1975</u>	<u>Jan. 1976</u>	<u>July 1975</u>	<u>Jan. 1976</u>
3 weeks	97	97	92	92
4 weeks	89	90	89	89
5 weeks	59	62	72	74
6 weeks	15	16	13	17

The most common service requirements for 3 to 6 weeks vacation are shown in the following tabulation.

<u>Amount of Vacation and Service Requirement</u>	<u>Per Cent of Agree- ments with Provisions</u>		<u>Per Cent of Employ- ees Covered by Provisions</u>	
	<u>July 1975</u>	<u>Jan. 1976</u>	<u>July 1975</u>	<u>Jan. 1976</u>
3 weeks after 5 years	36	39	32	35
4 weeks after 15 years	43	43	54	51
5 weeks after 25 years	38	37	39	38
6 weeks after 30 years	38	42	41	53

Changes in Paid Vacations since July 1975

Three Weeks Vacation: There was a slight increase in the proportion of agreements providing 3 weeks vacation after 5 or fewer years' of service, and a slight decrease in the proportion providing 3 weeks vacation after 6 or more years' of service. The proportion of manufacturing agreements providing 3 weeks after 5 years' service increased (40 per cent in July 1975 and 45 per cent in January 1976) especially in the food and beverage and electrical products industries.

Four Weeks Vacation: There was a slight increase in the proportion of agreements providing 4 weeks vacation after 15 or fewer years of service and a slight decrease in the proportion providing 4 weeks vacation after 16 or more years of service. In manufacturing industries, there was an increase in the number of employees eligible for four weeks after 11-14 years of service (7 per cent in July 1975; 14 per cent in January 1976): this increase was mainly due to the inclusion in this category, for the first time, of two agreements in the primary metals industry covering 11,955 or 36 per cent of the manufacturing employees in this category.

Five Weeks Vacation: There was a slight tendency to decrease the service requirements for 5 weeks vacation, especially in federal administration (from 30 years downward).

Six Weeks Vacation: The proportion of agreements providing 6 weeks vacation after 30 years' service increased slightly from 38 per cent to 42 per cent of those agreements with a 6-week provision and the proportion requiring over 30 years of service had decreased slightly.

Changes in Paid Vacations During Term of Agreement

A number of agreements provided for changes in their vacation allowances during the term of the contract. One form of change introduced a new provision; for example, a provision for six weeks vacation where previously the maximum amount of vacation was five weeks. Other changes reduced the service requirement to be eligible for specific vacation allowances. These changes are described below.

Three Weeks Vacation: Nine agreements provided for a reduction during the term of the agreements of the service requirement to be eligible for 3 weeks' vacation, as shown in the following tabulation. As in July 1975 the most frequent change, found in 4 of the agreements, was to 5 years' service.

<u>Years of Service Reduced</u>			<u>Number of Agreements</u>
<u>From</u>	<u>To</u>		
5	4	.....	1
6	5	.....	4
7	6	.....	2
9	8	.....	1
10	8	.....	1

Four Weeks Vacation: Ten agreements provided for a reduction during the term of the agreements of the service requirement to be eligible for 4 weeks vacation, as shown in the following tabulation. One agreement introduced a new provision for 4 weeks vacation after 20 years' service.

<u>Years of Service Reduced</u>			<u>Number of Agreements</u>
<u>From</u>	<u>To</u>		
11	10	.....	1
12	11	.....	2
14	13	.....	2
15	14	.....	1
17	16	.....	1
18	15	.....	1
19	18	.....	1
20	18	.....	1

Five Weeks Vacation: Three agreements introduced a new 5-week provision during the term of the agreement (two after 25 years' service and one after 22 years'). Five other agreements reduced the service requirement to be eligible for 5 weeks vacation, as shown in the following tabulation.

<u>Years of Service</u> <u>Reduced</u>			<u>Number of</u> <u>Agreements</u>
<u>From</u>	<u>To</u>		
18	17	.....	2
21	20	.....	1
25	22	.....	1
29	28	.....	1

Six Weeks Vacation: Two agreements reduced the service requirement for 6 weeks vacation from 28 to 27 years' service.

TABLE 1

Maximum Amount of Paid Vacation in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1976

Industry	Total with vacation provisions	Maximum Number of Weeks of Paid Vacations									
		2 Weeks		3 Weeks		4 Weeks		4½ Weeks			
		Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	871	746,675		11	43,305	62	27,997	234	104,219	9	7,956
Manufacturing	473	302,956		4	37,893	53	23,878	125	48,896	7	7,216
Foods and beverages	44	20,519		-	-	1	200	6	1,699	-	-
Tobacco products	3	1,423		-	-	-	-	-	-	-	-
Rubber and plastic products	18	9,761		-	-	2	500	1	200	-	-
Leather industries	9	2,971		-	-	4	1,185	3	1,074	-	-
Textile mill products	28	11,619		1	275	4	1,377	15	5,247	-	-
Knitting mills	3	961		-	-	-	-	2	495	-	-
Clothing industries	9	9,080		-	-	7	7,590	-	-	-	-
Wood products	13	3,535		-	-	2	470	6	1,458	-	-
Furniture and fixtures	12	4,350		-	-	2	1,084	7	2,597	-	-
Paper and allied products	41	17,576		-	-	-	-	2	467	-	-
Printing and publishing	11	6,368		-	-	-	-	5	3,334	-	-
Primary metal industries	29	31,709		-	-	4	1,425	6	1,983	-	-
Metal fabricating	57	20,192		-	-	3	894	16	4,866	-	-
Machinery, except electrical	26	16,055		-	-	1	300	9	3,584	-	-
Transportation equipment	59	83,418		3	37,618	17	6,415	13	8,284	7	7,216
Electrical products	55	38,464		-	-	1	526	18	7,059	-	-
Non-metallic mineral products	20	9,199		-	-	3	1,427	6	3,118	-	-
Petroleum and coal products	3	1,347		-	-	-	-	-	-	-	-
Chemical and chemical products	15	6,777		-	-	1	200	1	200	-	-
Miscellaneous manufacturing	18	7,632		-	-	1	285	9	3,431	-	-
Non-Manufacturing ¹	398	443,719		7	5,412	9	4,119	109	55,323	2	740
Forestry	12	6,177		-	-	-	-	-	-	-	-
Mining and quarrying	19	25,198		-	-	1	350	4	1,730	-	-
Transportation	30	47,600		-	-	-	-	1	236	-	-
Storage	2	1,925		-	-	-	-	1	225	-	-
Communications	13	37,348		5	4,100	-	-	4	15,707	-	-
Electric gas and water utilities	15	19,932		-	-	-	-	-	-	-	-
Wholesale trade	5	1,556		1	312	-	-	1	244	-	-
Retail trade	17	33,357		-	-	-	-	-	-	-	-
Finance, insurance and real estate ..	1	501		-	-	-	-	1	501	-	-
Education and related services	56	27,327		1	1,000	-	-	15	5,346	-	-
Health and welfare services	97	37,599		-	-	2	756	68	25,846	-	-
Recreational services	-	-		-	-	-	-	-	-	-	-
Business services	7	2,659		-	-	-	-	1	290	2	740
Personal services	16	7,048		-	-	6	3,013	10	4,035	-	-
Miscellaneous services	1	321		-	-	-	-	1	321	-	-
Federal administration	50	93,155		-	-	-	-	1	591	-	-
Provincial administration	6	68,481		-	-	-	-	-	-	-	-
Local administration	51	33,535		-	-	-	-	1	251	-	-

1. Excludes construction

TABLE 1 (Cont'd)

Maximum Amount of Paid Vacation in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1976

Industry	Maximum Number of Weeks of Paid Vacation									
	5 Weeks		6 Weeks		7 Weeks		Varies with Employees Covered		Changes during Agreement	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	408	426,233	133	126,436	6	3,187	3	4,331	5	3,011
Manufacturing	195	116,517	83	64,815	3	1,237	-	-	3	2,504
Foods and beverages	29	13,814	4	3,080	3	1,237	-	-	1	489
Tobacco products	2	777	1	646	-	-	-	-	-	-
Rubber and plastic products	2	625	13	8,436	-	-	-	-	-	-
Leather industries	2	712	-	-	-	-	-	-	-	-
Textile mill products	7	3,355	1	1,365	-	-	-	-	-	-
Knitting mills	1	466	-	-	-	-	-	-	-	-
Clothing industries	2	1,490	-	-	-	-	-	-	-	-
Wood products	5	1,607	-	-	-	-	-	-	-	-
Furniture and fixtures	2	594	1	275	-	-	-	-	-	-
Paper and allied products	12	4,168	27	12,941	-	-	-	-	-	-
Printing and publishing	6	3,034	-	-	-	-	-	-	-	-
Primary metal industries	7	3,321	11	24,219	-	-	-	-	1	761
Metal fabricating	28	9,806	9	3,372	-	-	-	-	1	1,254
Machinery, except electrical	13	10,061	3	2,110	-	-	-	-	-	-
Transportation equipment	17	22,445	2	1,440	-	-	-	-	-	-
Electrical products	34	27,701	2	3,178	-	-	-	-	-	-
Non-metallic mineral products	8	3,911	3	743	-	-	-	-	-	-
Petroleum and coal products	3	1,347	-	-	-	-	-	-	-	-
Chemical and chemical products	9	4,831	4	1,546	-	-	-	-	-	-
Miscellaneous manufacturing	6	2,452	2	1,464	-	-	-	-	-	-
Non-Manufacturing ¹	213	309,716	50	61,621	3	1,950	3	4,331	2	507
Forestry	-	-	-	-	-	-	-	-	-	-
Mining and quarrying	11	7,887	12	6,177	-	-	-	-	1	257
Transportation	11	15,133	2	14,974	-	-	-	-	-	-
Storage	-	-	18	32,231	-	-	-	-	-	-
Communications	4	17,541	1	1,700	-	-	-	-	-	-
Electric gas and water utilities	13	19,302	2	630	-	-	-	-	-	-
Wholesale trade	3	1,000	-	-	-	-	-	-	-	-
Retail trade	14	31,521	2	636	1	1,200	-	-	-	-
Finance, insurance and real estate	-	-	-	-	-	-	-	-	-	-
Education and related services	28	12,837	10	4,094	-	-	1	3,800	1	250
Health and welfare services	26	10,687	-	-	-	-	1	310	-	-
Recreational services	-	-	-	-	-	-	-	-	-	-
Business services	4	1,629	-	-	-	-	-	-	-	-
Personal services	-	-	-	-	-	-	-	-	-	-
Miscellaneous services	-	-	-	-	-	-	-	-	-	-
Federal administration	48	92,343	-	-	-	-	1	221	-	-
Provincial administration	6	68,481	-	-	-	-	-	-	-	-
Local administration	45	31,355	3	1,179	2	750	-	-	-	-

1. Excludes construction

Length of Service for Three Weeks Paid Vacation in Ontario Collective Agreements¹

Covering 200 or More Employees, by Industry, January 1976

Industry	Length of Service									
	Total with 3 weeks vacation provision		Less than 5 Years		5 Years		6 to 9 Years		10 Years	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	860	699,780	223	301,459	333	241,798	197	75,157	38	34,680
Manufacturing	470	265,273	35	34,997	211	141,487	174	65,149	30	13,784
Foods and beverages	44	20,519	3	1,237	21	11,427	17	7,046	1	200
Tobacco products	3	1,423	-	-	2	777	1	646	-	-
Rubber and plastic products	18	9,761	-	-	16	9,346	2	415	-	-
Leather industries	9	2,971	-	-	-	-	5	1,481	3	1,240
Textile mill products	27	11,344	1	360	9	4,897	8	2,183	9	3,904
Knitting mills	3	961	-	-	-	-	2	741	-	-
Clothing industries	9	9,080	3	6,178	-	-	1	450	2	1,490
Wood products	13	3,535	4	1,020	4	1,283	5	1,232	-	-
Furniture and fixtures	12	4,350	-	-	2	454	7	2,459	3	1,437
Paper and allied products	41	17,576	-	-	26	12,963	14	4,260	-	-
Printing and publishing	11	6,368	8	4,597	1	216	-	-	1	410
Primary metal industries	29	31,709	2	1,300	18	25,511	5	2,721	3	1,771
Metal fabricating	57	20,192	1	620	23	8,784	29	8,699	1	215
Machinery, except electrical	26	16,055	-	-	8	8,583	13	4,093	-	-
Transportation equipment	56	45,800	5	14,798	21	14,055	24	14,024	5	2,565
Electrical products	56	38,674	-	-	33	30,471	21	7,651	2	552
Non-metallic mineral products	20	9,199	2	813	8	4,844	9	3,242	-	-
Petroleum and coal products	3	1,347	3	1,347	-	-	-	-	-	-
Chemical and chemical products	15	6,777	3	2,727	9	3,373	3	677	-	-
Miscellaneous manufacturing	18	7,632	-	-	10	4,503	8	3,129	-	-
Non-Manufacturing ¹	390	434,507	188	266,462	122	100,311	23	10,008	8	20,896
Forestry	12	6,177	-	-	2	1,787	-	-	-	-
Mining and quarrying	19	25,198	-	-	10	4,027	-	-	6	19,665
Transportation	30	47,600	16	26,080	12	20,370	2	1,150	-	-
Storage	2	1,925	-	-	2	1,925	-	-	-	-
Communications	8	33,248	5	16,207	1	4,741	1	300	-	-
Electric gas and water utilities	15	19,932	5	15,818	9	3,694	1	420	-	-
Wholesale trade	4	1,244	-	-	2	700	2	544	-	-
Retail trade	17	33,357	2	3,700	15	29,657	-	-	-	-
Finance, insurance and real estate ..	1	501	1	501	-	-	-	-	-	-
Education and related services	54	22,527	44	19,834	8	2,204	-	-	-	-
Health and welfare services	97	37,599	43	16,554	24	9,283	3	1,264	-	-
Recreational services	-	-	-	-	-	-	-	-	-	-
Business services	7	2,659	5	2,157	2	502	-	-	-	-
Personal services	16	7,048	-	-	3	1,213	10	4,304	2	1,231
Miscellaneous services	1	321	-	-	1	321	-	-	-	-
Federal administration	50	93,155	46	90,542	1	591	-	-	-	-
Provincial administration	6	68,481	6	68,481	-	-	-	-	-	-
Local administration	51	33,535	15	6,788	30	19,296	4	2,026	-	-

1. Excludes construction

Length of Service for Three Weeks Paid Vacation in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1976

Industry	Length of Service									
	11 to 14 Years		15 Years		Varies with Employees Covered		Changes during Agreement		Other	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	3	1,606	10	15,076	33	20,387	9	3,970	14	5,647
Manufacturing	1	520	8	2,776	3	2,799	8	3,761	-	-
Foods and beverages	-	-	-	-	-	-	2	609	-	-
Tobacco products	-	-	-	-	-	-	-	-	-	-
Rubber and plastic products	-	-	-	-	-	-	-	-	-	-
Leather industries	-	-	1	250	-	-	-	-	-	-
Textile mill products	-	-	-	-	-	-	-	-	-	-
Knitting mills	-	-	1	220	-	-	-	-	-	-
Clothing industries	1	520	2	442	-	-	-	-	-	-
Wood products	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	-	-	-	-	-	-	-	-	-	-
Paper and allied products	-	-	-	-	-	-	1	353	-	-
Printing and publishing	-	-	-	-	-	1,145	-	-	-	-
Primary metal industries	-	-	1	406	1	1,254	-	-	-	-
Metal fabricating	-	-	-	-	1	400	2	620	-	-
Machinery, except electrical	-	-	1	800	1	2,179	3	-	-	-
Transportation equipment	-	-	1	358	-	-	-	-	-	-
Electrical products	-	-	-	-	-	-	-	-	-	-
Non-metallic mineral products	-	-	1	300	-	-	-	-	-	-
Petroleum and coal products	-	-	-	-	-	-	-	-	-	-
Chemical and chemical products	-	-	-	-	-	-	-	-	-	-
Miscellaneous manufacturing	-	-	-	-	-	-	-	-	-	-
Non-Manufacturing ¹	2	1,086	2	12,300	30	17,588	1	209	14	5,647
Forestry	-	-	-	-	-	-	-	-	10	4,390
Mining and quarrying	2	1,086	-	-	-	-	-	-	1	420
Transportation	-	-	-	-	-	-	-	-	-	-
Storage	-	-	-	-	-	-	-	-	-	-
Communications	-	-	1	12,000	-	-	-	-	-	-
Electric gas and water utilities	-	-	-	-	-	-	-	-	-	-
Wholesale trade	-	-	-	-	-	-	-	-	-	-
Retail trade	-	-	-	-	-	-	-	-	-	-
Finance, insurance and real estate ..	-	-	-	-	-	-	-	-	-	-
Education and related services	-	-	-	-	1	280	1	209	-	-
Health and welfare services	-	-	-	-	24	9,861	-	-	3	837
Recreational services	-	-	-	-	-	-	-	-	-	-
Business services	-	-	-	-	-	-	-	-	-	-
Personal services	-	-	1	300	-	-	-	-	-	-
Miscellaneous services	-	-	-	-	-	-	-	-	-	-
Federal administration	-	-	-	-	3	2,022	-	-	-	-
Provincial administration	-	-	-	-	-	5,425	-	-	-	-
Local administration	-	-	-	-	2	-	-	-	-	-

1. Excludes construction

Length of Service for Four Weeks Paid Vacation in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1976

Industry	Total with 4 weeks vacation provision		Length of Service											
			Less than 5 Years		5 Years		6 to 9 Years		10 Years		11 to 14 Years		15 Years	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	799	675,686	18	9,824	5	1,315	9	4,341	70	60,667	164	140,847	347	346,669
Manufacturing	417	241,498	1	236	-	-	5	3,317	28	20,300	41	33,098	222	135,731
Foods and beverages	43	20,319	-	-	-	-	-	-	4	1,437	8	4,540	23	11,364
Tobacco products	3	1,423	-	-	-	-	-	-	-	-	3	1,423	-	-
Rubber and plastic products	16	9,261	-	-	-	-	-	-	-	-	1	410	15	8,851
Leather industries	5	1,786	-	-	-	-	-	-	-	-	1	332	1	380
Textile mill products	23	9,967	-	-	-	-	-	-	2	1,725	7	351	7	2,738
Knitting mills	3	961	-	-	-	-	-	-	-	-	1	-	1	466
Clothing industries	2	1,490	-	-	-	-	-	-	-	-	-	-	-	-
Wood products	11	3,065	-	-	-	-	-	-	-	-	4	998	6	1,822
Furniture and fixtures	10	3,266	-	-	-	-	-	-	-	-	1	244	4	1,282
Paper and allied products	41	17,576	-	-	-	-	-	-	-	-	1	248	35	15,970
Printing and publishing	11	6,368	-	-	-	-	-	-	1	310	1	970	4	1,609
Primary metal industries	25	30,284	1	236	-	-	3	2,098	8	10,286	2	11,955	9	4,048
Metal fabricating	54	19,298	-	-	-	-	-	-	1	360	3	829	25	9,110
Machinery, except electrical	25	15,755	-	-	-	-	-	-	-	-	-	-	11	9,582
Transportation equipment	38	39,111	-	-	-	-	1	408	1	302	-	-	23	32,543
Electrical products	55	38,148	-	-	-	-	-	-	-	-	7	7,839	36	26,745
Non-metallic mineral products	18	8,149	-	-	-	-	-	-	2	813	4	1,520	7	3,718
Petroleum and coal products	3	1,347	-	-	-	-	-	-	3	1,347	-	-	-	-
Chemical and chemical products	14	6,577	-	-	-	-	1	811	6	3,720	1	277	6	1,769
Miscellaneous manufacturing	17	7,347	-	-	-	-	-	-	-	-	3	1,162	9	3,734
Non-Manufacturing ¹	382	434,188	17	9,588	5	1,315	4	1,024	42	40,367	123	107,749	125	210,938
Forestry	12	6,177	-	-	-	-	-	-	-	-	-	-	2	1,787
Mining and quarrying	18	24,848	-	-	-	-	-	-	7	3,064	1	410	1	203
Transportation	30	47,600	-	-	-	-	-	-	5	10,422	23	36,649	2	529
Storage	2	1,925	-	-	-	-	-	-	-	-	1	1,700	1	225
Communications	8	33,248	-	-	-	-	-	-	-	-	3	5,429	5	16,207
Electric gas and water utilities	15	19,932	-	-	-	-	-	-	-	-	6	2,174	6	16,650
Wholesale trade	4	1,244	-	-	-	-	-	-	2	700	-	-	1	244
Retail trade	17	33,357	-	-	-	-	1	350	10	19,235	5	11,272	1	2,500
Finance, insurance and real estate	1	501	-	-	-	-	-	-	-	-	-	-	1	501
Education and related services	55	26,327	1	3,800	1	200	1	224	12	4,956	27	9,845	9	5,967
Health and welfare services	95	36,843	15	5,433	4	1,115	-	-	3	1,004	21	8,715	28	10,242
Recreational services	-	-	-	-	-	-	-	-	-	-	-	-	-	1,919
Business services	7	2,659	-	-	-	-	-	-	-	-	-	-	5	-
Personal services	10	4,035	-	-	-	-	-	-	-	-	1	262	4	2,243
Miscellaneous services	1	321	-	-	-	-	-	-	-	-	1	321	-	-
Federal administration	50	93,155	-	-	-	-	-	-	-	-	2	6,700	39	75,382
Provincial administration	6	68,481	1	355	-	-	-	-	1	495	-	-	6	68,481
Local administration	51	33,535	-	-	-	-	-	-	2	491	32	24,272	14	7,858

9

Length of Service for Four Weeks Paid Vacation in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1976

10

Industry	Length of Service											
	16 to 19 Years		20 Years		Over 20 Years		Varies with Employees Covered		Changes during Agreement		Other	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	94	41,095	33	31,250	9	15,629	32	15,214	11	5,007	7	3,828
Manufacturing	76	27,732	26	11,344	6	2,543	1	1,254	10	4,798	1	1,145
Foods and beverages	6	2,117	-	-	-	-	-	-	2	861	-	-
Tobacco products	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and plastic products	-	-	-	-	-	-	-	-	-	-	-	-
Leather industries	2	414	-	-	1	660	-	-	-	-	-	-
Textile mill products	4	1,178	5	2,192	3	1,262	-	-	1	521	-	-
Knitting mills	1	275	1	220	-	-	-	-	-	-	-	-
Clothing industries	-	-	2	1,490	-	-	-	-	-	-	-	-
Wood products	1	245	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	2	875	3	865	-	-	-	-	-	-	-	-
Paper and allied products	4	1,133	1	225	-	-	-	-	-	-	-	-
Printing and publishing	-	-	-	-	-	-	-	-	-	-	1	1,145
Primary metal industries	3	2,068	2	1,521	1	406	-	-	-	-	-	-
Metal fabricating	19	6,199	1	376	1	215	1	1,254	3	955	-	-
Machinery, except electrical	8	2,629	3	1,375	-	-	-	-	3	2,169	-	-
Transportation equipment	8	3,651	5	2,207	-	-	-	-	-	-	-	-
Electrical products	9	2,720	2	552	-	-	-	-	1	292	-	-
Non-metallic mineral products	4	1,777	1	321	-	-	-	-	-	-	-	-
Petroleum and coal products	-	-	-	-	-	-	-	-	-	-	-	-
Chemical and chemical products	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous manufacturing	5	2,451	-	-	-	-	-	-	-	-	-	-
Non-Manufacturing ¹	18	13,363	7	19,906	3	13,086	31	13,960	1	209	6	2,683
Forestry	-	-	-	-	-	-	8	3,009	-	-	2	1,381
Mining and quarrying	1	257	5	19,408	2	1,086	-	-	-	-	1	420
Transportation	-	-	-	-	-	-	-	-	-	-	-	-
Storage	-	-	-	-	-	-	-	-	-	-	-	-
Communications	1	300	-	-	1	12,000	-	-	-	-	-	-
Electric gas and water utilities	1	420	-	-	-	-	-	-	-	-	-	-
Wholesale trade	1	300	-	-	-	-	-	-	-	-	-	-
Retail trade	-	-	-	-	-	-	-	-	-	-	-	-
Finance, insurance and real estate	-	-	-	-	-	-	-	-	-	-	-	-
Education and related services	1	385	-	-	-	-	2	741	1	209	-	-
Health and welfare services	3	1,264	-	-	-	-	18	8,188	-	-	3	882
Recreational services	-	740	-	-	-	-	-	-	-	-	-	-
Business services	2	-	-	-	-	-	-	-	-	-	-	-
Personal services	3	1,032	2	498	-	-	-	-	-	-	-	-
Miscellaneous services	-	-	-	-	-	-	-	-	-	-	-	-
Federal administration	4	8,201	-	-	-	-	3	2,022	-	-	-	-
Provincial administration	-	-	-	-	-	-	-	-	-	-	-	-
Local administration	1	464	-	-	-	-	-	-	-	-	-	-

1. Excludes construction

Length of Service for Five Weeks Paid Vacation in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1976

Industry	Length of Service									
	Total with 5 weeks vacation provision		15 Years		16 to 19 Years		20 Years		21 to 24 Years	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	549	556,441	8	3,722	12	6,466	113	104,355	119	110,750
Manufacturing	280	182,426	4	1,645	5	2,859	68	62,946	43	52,661
Foods and beverages	35	17,881	3	1,237	-	-	6	3,954	11	7,052
Tobacco products	3	1,423	-	-	3	1,423	-	-	-	-
Rubber and plastic products	15	9,061	-	-	-	-	13	8,436	1	410
Leather industries	2	712	-	-	-	-	-	-	1	380
Textile mill products	8	4,720	-	-	-	-	3	2,076	-	-
Knitting mills	1	466	-	-	-	-	1	466	-	-
Clothing industries	2	1,490	-	-	-	-	-	-	-	-
Wood products	5	1,607	-	-	-	-	-	-	1	350
Furniture and fixtures	3	869	-	-	-	-	-	-	2	519
Paper and allied products	39	17,109	-	-	-	-	1	248	6	1,895
Printing and publishing	6	3,034	-	-	-	-	2	1,898	1	310
Primary metal industries	17	26,518	-	-	1	625	6	9,336	2	11,955
Metal fabricating	37	14,097	-	-	-	-	6	3,015	6	1,576
Machinery, except electrical	16	12,171	-	-	-	-	4	7,000	3	1,122
Transportation equipment	19	23,885	1	408	-	-	9	18,794	-	-
Electrical products	37	31,089	-	-	-	-	2	690	6	5,941
Non-metallic mineral products	11	4,654	-	-	-	-	4	1,295	2	830
Petroleum and coal products	3	1,347	-	-	-	-	3	1,347	-	-
Chemical and chemical products	13	6,377	-	-	1	811	7	3,997	1	321
Miscellaneous manufacturing	8	3,916	-	-	-	-	1	394	-	-
Non-Manufacturing ¹	269	374,015	4	2,077	7	3,607	45	41,409	76	78,089
Forestry	12	6,177	-	-	-	-	-	-	-	-
Mining and quarrying	14	23,118	2	665	-	-	4	1,882	2	1,787
Transportation	29	47,364	-	-	-	-	10	14,327	3	15,151
Storage	1	1,700	-	-	1	1,700	-	-	2	1,265
Communications	4	17,541	-	-	-	-	-	-	-	-
Electric gas and water utilities ..	15	19,932	-	-	-	-	1	473	2	12,500
Wholesale trade	3	1,000	-	-	-	-	2	600	9	17,829
Retail trade	17	33,357	1	1,200	1	350	9	18,035	1	400
Finance, insurance and real estate	-	-	-	-	-	-	-	-	-	-
Education and related services	39	17,181	-	-	1	224	7	2,271	8	5,709
Health and welfare services	26	10,687	1	212	2	883	3	891	16	7,489
Recreational services	-	-	-	-	-	-	-	-	-	-
Business services	4	1,629	-	-	-	-	-	-	1	325
Personal services	-	-	-	-	-	-	-	-	-	-
Miscellaneous services	-	-	-	-	-	-	-	-	-	-
Federal administration	49	92,564	-	-	-	-	-	-	-	-
Provincial administration	6	68,481	-	-	-	-	-	-	2	862
Local administration	50	33,284	-	-	2	450	9	2,930	6	68,481
									13	9,428

¹ Excludes construction

Length of Service for Five Weeks Paid Vacation in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1976

Industry	Length of Service									
	26 to 29 Years		30 Years		Over 30 Years		Changes during Agreement		Other	
	Agts	Empls	Agts	Empls	Agts	Empls	Agts	Empls	Agts	Empls
All Industries	42	81,502	31	25,423	2	1,490	8	6,143	12	5,988
Manufacturing	12	5,744	4	1,574	2	1,490	4	2,877	1	1,254
Foods and beverages	-	-	1	267	-	-	1	237	-	-
Tobacco products	-	-	-	-	-	-	-	-	-	-
Rubber and plastic products	-	-	-	-	-	-	-	-	-	-
Leather industries	-	-	-	-	-	-	-	-	-	-
Textile mill products	1	285	-	-	-	-	-	-	-	-
Knitting mills	-	-	-	-	-	-	-	-	-	-
Clothing industries	-	-	-	-	2	1,490	-	-	-	-
Wood products	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	-	-	-	-	-	-	-	-	-	-
Paper and allied products	1	300	-	-	-	-	-	-	-	-
Printing and publishing	-	-	-	-	-	-	-	-	-	-
Primary metal industries	-	-	-	-	-	-	1	761	-	-
Metal fabricating	3	1,125	1	220	-	-	-	-	1	1,254
Machinery, except electrical	-	-	1	260	-	-	2	1,879	-	-
Transportation equipment	1	344	-	-	-	-	-	-	-	-
Electrical products	5	3,400	1	827	-	-	-	-	-	-
Non-metallic mineral products	-	-	-	-	-	-	-	-	-	-
Petroleum and coal products	-	-	-	-	-	-	-	-	-	-
Chemical and chemical products	-	-	-	-	-	-	-	-	-	-
Miscellaneous manufacturing	1	290	-	-	-	-	-	-	-	-
Non-Manufacturing ¹	30	75,758	27	23,849	-	-	4	3,266	11	4,734
Forestry	-	-	-	-	-	-	-	-	10	4,390
Mining and quarrying	-	-	4	5,163	-	-	1	257	-	-
Transportation	-	-	-	-	-	-	-	-	-	-
Storage	-	-	-	-	-	-	-	-	-	-
Communications	-	-	1	300	-	-	-	-	-	-
Electric gas and water utilities	-	-	1	420	-	-	-	-	-	-
Wholesale trade	-	-	-	-	-	-	-	-	-	-
Retail trade	1	2,500	-	-	-	-	-	-	-	-
Finance, insurance and real estate ..	-	-	-	-	-	-	-	-	-	-
Education and related services	-	-	1	516	-	-	2	459	-	-
Health and welfare services	-	-	-	-	-	-	-	-	-	-
Recreational services	-	-	-	-	-	-	-	-	-	-
Business services	-	-	2	1,092	-	-	-	-	-	-
Personal services	-	-	-	-	-	-	-	-	-	-
Miscellaneous services	-	-	-	-	-	-	-	-	-	-
Federal administration	29	73,258	17	15,894	-	-	1	2,550	-	-
Provincial administration	-	-	-	-	-	-	-	-	-	-
Local administration	-	-	1	464	-	-	-	-	1	341

1. Excludes construction

TABLE 5

Length of Service for Six Weeks Paid Vacation in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1976

Industry	Total with 6 weeks vacation provision	Length of Service								
		20 Years		21 to 24 Years		25 Years		26 to 29 Years		
		Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	
All Industries	140	130,000	4	2,437	2	580	5	2,979	43	41,250
Manufacturing	87	66,429	3	1,237	-	-	4	2,755	23	11,611
Foods and beverages	7	4,317	3	1,237	-	-	1	637	-	-
Tobacco products	1	646	-	-	-	-	-	-	-	-
Rubber and plastic products	13	8,436	-	-	-	-	-	-	-	-
Leather industries	-	-	-	-	-	-	-	-	-	-
Textile mill products	1	1,365	-	-	-	-	-	-	-	-
Knitting mills	-	-	-	-	-	-	-	-	-	-
Clothing industries	-	-	-	-	-	-	-	-	-	-
Wood products	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	1	275	-	-	-	-	-	-	-	-
Paper and allied products	27	12,941	-	-	-	-	-	-	23	11,611
Printing and publishing	-	-	-	-	-	-	-	-	-	-
Primary metal industries	11	24,219	-	-	-	-	2	1,783	-	-
Metal fabricating	9	3,372	-	-	-	-	1	335	-	-
Machinery, except electrical	3	2,110	-	-	-	-	-	-	-	-
Transportation equipment	2	1,440	-	-	-	-	-	-	-	-
Electrical products	2	3,178	-	-	-	-	-	-	-	-
Non-metallic mineral products	4	1,120	-	-	-	-	-	-	-	-
Petroleum and coal products	-	-	-	-	-	-	-	-	-	-
Chemical and chemical products	4	1,546	-	-	-	-	-	-	-	-
Miscellaneous manufacturing	2	1,464	-	-	-	-	-	-	-	-
Non-manufacturing ¹	53	63,571	1	1,200	2	580	1	224	20	29,639
Forestry	12	6,177	-	-	-	-	-	-	2	1,787
Mining and quarrying	2	14,974	-	-	-	-	-	-	-	-
Transportation	18	32,231	-	-	-	-	-	-	15	25,223
Storage	1	1,700	-	-	-	-	-	-	1	1,700
Communications	-	-	-	-	-	-	-	-	-	-
Electric gas and water utilities	2	630	-	-	-	-	-	-	1	330
Wholesale trade	-	-	-	-	-	-	-	-	-	-
Retail trade	3	1,836	1	1,200	1	350	-	-	-	-
Finance, insurance and real estate ..	-	-	-	-	-	-	-	-	-	-
Education and related services	10	4,094	-	-	-	-	1	224	-	-
Health and welfare services	-	-	-	-	-	-	-	-	-	-
Recreational services	-	-	-	-	-	-	-	-	-	-
Business services	-	-	-	-	-	-	-	-	-	-
Personal services	-	-	-	-	-	-	-	-	-	-
Miscellaneous services	-	-	-	-	-	-	-	-	-	-
Federal administration	-	-	-	-	-	-	-	-	-	-
Provincial administration	-	-	-	-	-	-	-	-	-	-
Local administration	5	1,929	-	-	1	230	-	-	1	599

1. Excludes construction

TABLE 5 (Cont'd)

Length of Service for Six Weeks Paid Vacation in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1976

Industry	Length of Service							
	30 Years		Over 30 Years		Changes during Agreement		Other	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	59	68,703	15	7,782	2	1,879	10	4,390
Manufacturing	47	44,342	8	4,605	2	1,879	-	-
Foods and beverages	3	2,443	-	-	-	-	-	-
Tobacco products	1	646	-	-	-	-	-	-
Rubber and plastic products	12	8,221	1	215	-	-	-	-
Leather industries	-	-	-	-	-	-	-	-
Textile mill products	-	-	1	1,365	-	-	-	-
Knitting mills	-	-	-	-	-	-	-	-
Clothing industries	-	-	-	-	-	-	-	-
Wood products	-	-	-	-	-	-	-	-
Furniture and fixtures	1	275	-	-	-	-	-	-
Paper and allied products	3	977	1	353	-	-	-	-
Printing and publishing	-	-	-	-	-	-	-	-
Primary metal industries	9	22,436	-	-	-	-	-	-
Metal fabricating	8	3,037	-	-	-	-	-	-
Machinery, except electrical	1	231	-	-	2	1,879	-	-
Transportation equipment	2	1,440	-	-	-	-	-	-
Electrical products	2	3,178	-	-	-	-	-	-
Non-metallic mineral products	3	743	1	377	-	-	-	-
Petroleum and coal products	-	-	-	-	-	-	-	-
Chemical and chemical products	1	321	3	1,225	-	-	-	-
Miscellaneous manufacturing	1	394	1	1,070	-	-	-	-
Non-Manufacturing ¹	12	24,361	7	3,177	-	-	10	4,390
Forestry	-	-	-	-	-	-	-	-
Mining and quarrying	2	14,974	-	-	-	-	10	4,390
Transportation	3	7,008	-	-	-	-	-	-
Storage	-	-	-	-	-	-	-	-
Communications	-	-	-	-	-	-	-	-
Electric gas and water utilities	1	300	-	-	-	-	-	-
Wholesale trade	-	-	-	-	-	-	-	-
Retail trade	1	286	-	-	-	-	-	-
Finance, insurance and real estate	-	-	-	-	-	-	-	-
Education and related services	2	693	7	3,177	-	-	-	-
Health and welfare services	-	-	-	-	-	-	-	-
Recreational services	-	-	-	-	-	-	-	-
Business services	-	-	-	-	-	-	-	-
Personal services	-	-	-	-	-	-	-	-
Miscellaneous services	-	-	-	-	-	-	-	-
Federal administration	-	-	-	-	-	-	-	-
Provincial administration	-	-	-	-	-	-	-	-
Local administration	3	1,100	-	-	-	-	-	-

1. Excludes construction

PAID HOLIDAYS

Number of Paid Holidays

Of the 885 agreements analyzed, 874 (99 per cent) covering 98 per cent of the employees provided for a given number of paid holidays per year. The agreements with no provision were mostly in the communications and entertainment industries (see Table 6).

As the following tabulation shows, 11 and 10 full days were the most common allowances, occurring in 34 and 27 per cent of the agreements with holiday provisions and covering 46 and 21 per cent of the employees, respectively. (For the sake of conciseness, some of the numbers in the tabulation below are combined in Table 6).

<u>Number of Paid Holidays Per Year</u>	<u>Agreements</u>	<u>Employees</u>
Total with provisions	874	744,495
7 days	1	234
8 days	10	8,689
8 and one-half days	1	300
8 and two-half days	3	1,590
9 days	80	55,535
9 and one-half days	1	500
9 and two-half days	38	13,240
10 days	240	155,127
10 days and one-half days	7	2,475
10 and two-half days	20	17,447
10 and three-half days	1	295
11 days	295	342,922
11 and one-half days	7	2,020
11 and two-half days	14	5,508
12 days	72	41,756
12 and one-half days	3	1,030
12 and two-half days	1	366
13 days	27	23,971
13 and one-half days	1	206
13 and two-half days	1	750
14 days	13	8,731
15 days	11	46,540
16 days	1	314
Varies with employees covered	6	1,692
Changes during agreement	12	7,606
Other	8	5,651

Industries where a substantial number of contracts provided fewer than 10 holidays were knitting mills, clothing, leather, printing and publishing, primary metal, mining and quarrying. Employees entitled to more than 11 holidays were in tobacco, transportation equipment, paper industries and forestry.

Changes in Paid Holidays since July 1975

Of the 870 agreements studied in July 1975, 857 (98 per cent) provided paid holidays. The most significant change that took place over the past 6 months was an increase in the number of agreements providing 11 or more statutory holidays and a corresponding decrease in the number providing 10 or fewer.

<u>Annual Number of Paid Holidays</u>	<u>Per Cent of Agreements with Paid Holidays</u>	
	<u>July 1975</u>	<u>January 1976</u>
Fewer than 10 days	18	15
10 full days	30	27
11 full days	31	34
11½ or more days	15	17

Changes in Paid Holidays During Term of Agreement

Twelve agreements provided for changes in the number of holidays granted during the term of the agreement. In 9 of these agreements, the number of paid holidays increased as shown in the following tabulation.

<u>Number of holiday increased</u>		<u>Number of Agreements</u>
<u>From</u>	<u>To</u>	
9	10	2
9½	10½	2
10	11	2
12	13	2
14	15	1

The remaining 3 agreements called for paid days off between Christmas and New Year's Day, with the number of days off varying each year depending on the day of the week Christmas falls.

Service Requirements for Holiday Pay

Forty-nine per cent of the agreements analyzed provided for a minimum service requirement before the employee would be eligible for holiday pay. Of the 437 agreements with this provision, 21 per cent required 30 or fewer calendar days and 18 per cent required 31 to 60 working days service, to be eligible for holiday pay.

<u>Service Requirements</u>	<u>Number of Agreements</u>	<u>Number of Employees</u>
Total with service requirements	437	308,209
<u>Calendar Days</u>		
30 or fewer days	93	81,208
31 to 60 days	45	18,822
61 to 90 days	23	38,678
<u>Working Days</u>		
30 or fewer days	60	26,161
31 to 60 days	77	27,242
61 to 90 days	7	29,145
<u>Weeks</u>	11	3,447
<u>Months</u>		
1 month	13	16,400
2 months	13	5,743
3 months	41	17,956
More than 3 months	9	3,465
<u>Other</u>	45	39,942

Work Requirements for Holiday Pay

Eighty-four per cent of the agreements analyzed required the employee to be at work on specified days to be eligible for holiday pay. Of the 747 agreements with this provision, 78 per cent, covering 73 per cent of the employees, required the employee to be at work the day before and the day after the holiday.

<u>Work Requirements</u>	<u>Number of Agreements</u>	<u>Number of Employees</u>
Total with work requirements	747	559,791
Day before and after holiday	580	408,460
Either day before or after holiday	13	9,973
Day before the holiday	5	2,201
Sometime during holiday week, payroll period or other specified period ..	53	55,147
Combinations of above	95	83,544
Other	1	466

Pay for Work on Paid Holidays

Eight hundred and sixty-eight (97 per cent) of the agreements covering 97 per cent of the employees had a provision for pay for work on a paid holiday. These percentages have not changed since July 1975.

Three formulas were most commonly used to determine the amount of pay for work performed on holidays:

- (a) holiday pay plus either pay for the time worked or paid time off (70 per cent of those with a provision);
- (b) paid day off plus pay for the time worked;
- (c) choice of holiday pay or paid day off plus pay for the time worked.

The first formula was found in all industries except forestry and provincial administration. The other two were found chiefly in health and welfare, personal services, provincial and local administration.

As in July 1975, the most prevalent forms of payment for holidays worked were: holiday pay plus time-and-one-half for the time worked (34 per cent of the 868 agreements, covering 26 per cent of the employees); and holiday pay plus double time for the time worked (32 per cent of the agreements, covering 32 per cent of the employees). (See Table 7).

Annual Number of Paid Holidays in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1976

Industry	Total with provisions for paid holidays		Number of Holidays										11 and 2 halves 12 and 12½	
			Less than 9 full Days		8 and 2 halves 9 and 9½		9 and 2 halves 10 and 10½		10 and 2 halves 11 and 11½					
			Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls		
All Industries	874	744,495	12	9,223	84	57,625	284	170,489	323	362,837	90	48,494		
Manufacturing	474	303,166	7	7,253	61	43,016	144	57,701	145	72,413	55	32,981		
Foods and beverages	44	20,519	-	-	6	1,693	26	13,454	8	2,535	2	1,457		
Tobacco products	3	1,423	-	-	-	-	-	-	-	-	-	-		
Rubber and plastic products ..	18	9,761	-	-	-	-	4	1,185	12	7,966	1	200		
Leather industries	9	2,971	1	380	4	1,185	3	746	-	-	-	-		
Textile mill products	28	11,619	1	275	7	1,975	11	3,796	5	3,445	-	-		
Knitting mills	3	961	1	220	1	275	1	466	-	-	-	-		
Clothing industries	9	9,080	4	6,378	5	2,702	-	-	-	-	-	-		
Wood products	13	3,535	-	-	2	572	3	691	8	2,272	-	-		
Furniture and fixtures	12	4,350	-	-	2	564	6	2,522	4	1,264	-	-		
Paper and allied products	41	17,576	-	-	2	691	5	1,600	19	7,322	12	6,568		
Printing and publishing	11	6,368	-	-	7	4,536	3	862	-	-	-	-		
Primary metal industries	29	31,709	-	-	11	23,306	5	1,225	6	3,959	4	1,991		
Metal fabricating	57	20,192	-	-	6	1,931	21	7,523	14	4,437	7	2,509		
Machinery, except electrical ..	26	10,055	-	-	-	-	8	2,547	6	1,965	6	3,201		
Transportation equipment	59	83,418	-	-	4	1,838	9	4,326	10	4,239	11	8,907		
Electrical products	56	38,674	-	-	1	500	15	5,983	33	25,988	5	2,911		
Non-metallic mineral products ..	20	9,199	-	-	2	1,048	7	2,574	5	1,654	5	3,683		
Petroleum and coal products ..	3	1,347	-	-	-	-	3	1,347	-	-	-	-		
Chemical and chemical products	15	6,777	-	-	-	-	8	4,113	5	1,746	1	484		
Miscellaneous manufacturing ...	18	7,632	-	-	1	200	6	2,741	10	3,621	1	1,070		
Non-Manufacturing¹	400	441,329	5	1,970	23	14,609	140	112,788	178	290,424	35	15,513		
Forestry	12	6,177	-	-	-	-	-	-	1	637	11	5,540		
Mining and quarrying	19	25,198	-	-	8	3,281	6	6,022	2	15,025	1	203		
Transportation	35	50,070	1	1,002	3	1,910	22	28,162	8	18,196	-	-		
Storage	2	1,925	-	-	1	225	-	-	-	-	1	1,700		
Communications	8	33,248	-	-	-	-	6	27,880	1	4,741	1	627		
Electric gas and water utilities	15	19,932	-	-	1	420	3	1,506	9	17,461	2	545		
Wholesale trade	5	1,556	-	-	1	244	2	700	1	300	-	-		
Retail trade	17	33,357	-	-	1	4,825	13	14,912	3	13,620	-	-		
Finance, insurance and real estate	1	501	-	-	-	-	-	-	1	501	-	-		
Education and related services	55	26,327	-	-	2	788	3	789	38	20,918	3	1,480		
Health and welfare services ...	97	37,599	-	-	-	-	69	26,571	26	10,491	2	537		
Recreational services	3	704	2	459	1	245	-	-	-	-	-	-		
Business services	7	2,659	-	-	1	290	4	1,277	2	1,092	-	-		
Personal services	16	7,048	1	300	4	2,381	10	4,057	1	310	-	-		
Miscellaneous services	2	530	1	209	-	-	1	321	-	-	-	-		
Federal administration	49	92,482	-	-	-	-	1	591	48	91,891	-	-		
Provincial administration	6	68,481	-	-	-	-	-	-	6	68,481	-	-		
Local administration	51	33,535	-	-	-	-	-	-	31	26,760	14	4,881		

1. Excludes construction

Annual Number of Paid Holidays in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1976

Industry	Number of Holidays									
	12 and 2 halves 13 and 13½		13 and 2 halves 14 or more full days		Varies with Employees Covered		Changes during Agreement		Other	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	29	24,543	26	56,335	6	1,692	12	7,606	8	5,651
Manufacturing	23	22,944	24	55,223	2	685	10	6,939	3	4,011
Foods and beverages	-	-	1	750	-	-	1	630	-	-
Tobacco products	-	-	3	1,423	-	-	-	-	-	-
Rubber and plastic products	1	410	-	-	-	-	-	-	1	660
Leather industries	-	-	-	-	-	-	2	908	-	-
Textile mill products	2	1,220	-	-	-	-	-	-	-	-
Knitting mills	-	-	-	-	-	-	-	-	-	-
Clothing industries	-	-	-	-	-	-	-	-	-	-
Wood products	-	-	-	-	-	-	-	-	-	-
Furniture and fixtures	-	-	-	-	-	-	-	-	-	-
Paper and allied products	2	950	-	-	1	445	-	970	-	-
Printing and publishing	-	-	-	-	-	-	1	-	-	-
Primary metal industries	1	275	2	953	-	-	-	-	-	-
Metal fabricating	6	2,892	-	-	-	-	2	565	1	335
Machinery, except electrical	2	986	2	5,400	-	-	2	1,956	-	-
Transportation equipment	7	15,501	16	46,697	-	-	2	1,910	-	-
Electrical products	1	276	-	-	-	-	-	-	1	3,016
Non-metallic mineral products	-	-	-	-	1	240	-	-	-	-
Petroleum and coal products	-	-	-	-	-	-	-	-	-	-
Chemical and chemical products	1	434	-	-	-	-	-	-	-	-
Miscellaneous manufacturing	-	-	-	-	-	-	-	-	-	-
Non-Manufacturing ¹	6	1,599	2	1,112	4	1,007	2	667	5	1,640
Forestry	-	-	-	-	-	-	-	-	-	-
Mining and quarrying	-	-	-	-	-	-	2	667	-	-
Transportation	-	-	1	800	-	-	-	-	-	-
Storage	-	-	-	-	-	-	-	-	-	-
Communications	-	-	-	-	-	-	-	-	-	-
Electric gas and water utilities	-	-	-	-	-	-	-	-	-	-
Wholesale trade	-	-	1	312	-	-	-	-	-	-
Retail trade	-	-	-	-	-	-	-	-	-	-
Finance, insurance and real estate	-	-	-	-	-	-	-	-	-	-
Education and related services	4	1,121	-	-	4	1,007	-	-	1	224
Health and welfare services	-	-	-	-	-	-	-	-	-	-
Recreational services	-	-	-	-	-	-	-	-	-	-
Business services	-	-	-	-	-	-	-	-	-	-
Personal services	-	-	-	-	-	-	-	-	-	-
Miscellaneous services	-	-	-	-	-	-	-	-	-	-
Federal administration	-	-	-	-	-	-	-	-	-	-
Provincial administration	-	-	-	-	-	-	-	-	-	-
Local administration	2	478	-	-	-	-	-	-	4	1,416

1. Excludes construction

TABLE 7

Pay for Work on Paid Holidays in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1976

Industry	Total with Provisions for Pay for Work on Paid Holidays		Holiday Pay, Plus						Paid Day Off, Plus					
			Straight-Time		Time and One-half		Double Time		Paid Time Off or Pay		Straight-Time		Time and One-half	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	868	736,516	14	4,447	292	189,478	278	234,788	21	13,303	10	7,911	22	10,745
Manufacturing	472	300,027	7	1,974	176	85,742	209	161,807	4	1,725	1	220	2	1,520
Foods and beverages	44	20,519	-	-	21	7,587	13	7,835	2	765	-	-	-	-
Tobacco products	3	1,423	-	-	-	-	3	1,423	-	-	-	-	-	-
Rubber and plastic products	18	9,761	-	-	-	-	18	9,761	-	-	-	-	-	-
Leather industries	9	2,971	3	769	4	1,490	2	712	-	-	-	-	-	-
Textile mill products	27	11,376	-	-	13	4,220	9	3,226	-	-	-	-	-	-
Knitting mills	3	961	-	-	1	466	1	275	-	-	1	220	-	-
Clothing industries	8	6,184	-	-	8	6,184	-	-	-	-	-	-	-	-
Wood products	13	3,535	-	-	7	1,977	5	1,282	-	-	-	-	-	-
Furniture and fixtures	12	4,350	-	-	6	2,186	6	2,164	-	-	-	-	-	-
Paper and allied products	41	17,576	-	-	9	2,890	7	2,562	-	-	-	-	1	450
Printing and publishing	11	6,368	-	-	-	-	5	3,639	1	310	-	-	-	-
Primary metal industries	29	31,709	-	-	18	15,312	8	3,329	-	-	-	-	-	-
Metal fabricating	57	20,192	1	335	21	7,277	25	8,206	-	-	-	-	-	-
Machinery, except electrical	26	16,055	-	-	10	3,174	16	12,881	-	-	-	-	-	-
Transportation equipment	59	83,418	1	232	15	5,773	39	75,881	-	-	-	-	-	-
Electrical products	56	38,674	-	-	23	19,421	30	18,193	-	-	-	-	-	-
Non-metallic mineral products	20	9,199	-	-	7	2,266	10	5,113	-	-	-	-	-	-
Petroleum and coal products	3	1,347	-	-	-	-	-	-	-	-	-	-	-	-
Chemical and chemical products	15	6,777	1	350	6	2,544	4	2,676	-	-	-	-	-	-
Miscellaneous manufacturing	18	7,632	1	288	7	2,975	8	2,649	1	650	-	-	1	1,070
Non-Manufacturing ¹	396	436,489	7	2,473	116	103,736	69	72,981	17	11,578	9	7,691	20	9,225
Forestry	12	6,177	-	-	-	-	-	-	-	-	-	-	1	637
Mining and quarrying	19	25,198	-	-	18	24,967	-	-	-	-	-	-	-	-
Transportation	33	48,797	2	910	24	41,856	2	1,509	-	-	-	-	-	-
Storage	2	1,925	-	-	1	225	1	1,700	-	-	-	-	-	-
Communications	8	33,248	-	-	-	-	-	-	2	3,080	-	-	-	-
Electric gas and water utilities ..	15	19,932	-	-	-	-	13	18,965	-	-	-	-	1	420
Wholesale trade	5	1,556	-	-	1	244	4	1,312	-	-	-	-	-	-
Retail trade	17	33,357	-	-	3	3,669	14	29,688	-	-	-	-	-	-
Finance, insurance and real estate ..	1	501	-	-	1	501	-	-	-	-	-	-	-	-
Education and related services ..	54	22,527	-	-	17	7,985	26	9,567	1	461	-	-	-	-
Health and welfare services	97	37,599	-	-	21	8,345	-	-	3	819	-	-	13	3,630
Recreational services	3	704	-	-	2	459	-	-	-	-	-	-	-	-
Business services	6	2,447	-	-	1	290	2	1,092	-	-	-	-	-	-
Personal services	16	7,048	2	616	5	2,869	1	359	1	949	-	-	-	-
Miscellaneous services	2	530	-	-	1	321	-	-	-	-	-	-	-	-
Federal administration	50	93,155	-	-	6	3,962	2	7,091	7	5,072	-	-	-	-
Provincial administration	6	68,481	-	-	-	-	-	-	-	-	-	-	-	-
Local administration	50	33,307	3	947	15	8,043	4	1,698	3	1,197	8	3,739	5	4,538

1. Excludes construction

TABLE 7 (Cont'd)

Pay for Work on Paid Holidays in Ontario Collective Agreements¹
Covering 200 or More Employees, by Industry, January 1976

Industry	Holiday Pay or Paid Day Off, Plus						Varies with Hours Worked, or Holiday		Varies with Employees Covered		Other	
	Straight Time		Time and One-half		Double Time							
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries	9	3,789	45	104,499	13	5,843	110	117,327	6	6,054	48	38,332
Manufacturing	1	763	3	1,245	6	2,621	48	36,115	3	2,040	12	4,255
Foods and beverages	-	-	-	-	-	-	6	3,197	-	-	2	1,135
Tobacco products	-	-	-	-	-	-	-	-	-	-	-	-
Rubber and plastic products	-	-	-	-	-	-	-	-	-	-	-	-
Leather industries	-	-	-	-	-	-	5	3,930	-	-	-	-
Textile mill products	-	-	-	-	-	-	-	-	-	-	-	-
Knitting mills	-	-	-	-	-	-	-	-	-	-	1	276
Clothing industries	-	-	-	-	-	-	-	-	-	-	-	-
Wood products	-	-	-	-	-	-	-	-	-	-	4	1,566
Furniture and fixtures	-	-	2	931	1	250	15	7,143	2	1,784	-	-
Paper and allied products	-	-	-	-	3	1,406	1	250	-	-	-	-
Printing and publishing	1	763	-	-	-	-	2	12,838	-	-	1	230
Primary metal industries	-	-	-	-	-	-	9	4,154	-	-	1	220
Metal fabricating	-	-	-	-	-	-	-	-	-	-	-	-
Machinery, except electrical	-	-	-	-	-	-	4	1,532	-	-	-	-
Transportation equipment	-	-	1	314	-	-	1	490	1	256	1	278
Electrical products	-	-	-	-	1	765	1	777	-	-	2	550
Non-metallic mineral products	-	-	-	-	-	-	1	797	-	-	-	-
Petroleum and coal products	-	-	-	-	1	200	3	1,007	-	-	-	-
Chemical and chemical products	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous manufacturing	-	-	-	-	-	-	-	-	-	-	-	-
Non-Manufacturing	8	3,026	42	103,254	7	3,222	62	81,212	3	4,014	36	34,077
Forestry	-	-	-	-	-	-	11	5,540	-	-	-	-
Mining and quarrying	-	-	-	-	-	-	1	231	-	-	-	-
Transportation	-	-	-	-	-	-	5	4,522	-	-	-	-
Storage	-	-	3	24,500	-	-	3	5,668	-	-	1	547
Communications	-	-	-	-	-	-	-	-	-	-	-	-
Electric gas and water utilities ..	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	-	-	-	-	-	-	-	-	-	-	-	-
Finance, insurance and real estate ..	-	-	-	-	-	-	-	-	-	-	-	-
Education and related services	-	-	1	200	5	2,432	-	-	1	250	3	1,632
Health and welfare services	-	-	25	9,835	-	-	17	5,219	-	-	18	9,751
Recreational services	-	-	-	-	-	-	1	245	-	-	-	-
Business services	-	-	1	325	-	-	2	740	-	-	-	-
Personal services	6	1,955	1	300	-	-	-	-	-	-	1	209
Miscellaneous services	-	-	-	-	-	-	-	-	-	-	8	14,669
Federal administration	1	673	5	3,101	-	-	21	58,587	-	-	-	-
Provincial administration	-	-	5	64,742	-	-	-	-	-	-	-	-
Local administration	1	398	1	251	2	790	1	460	2	3,764	5	7,269

Previous Reports in the Bargaining Information Series

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3	Cost-of-Living Provisions in Ontario Collective Bargaining Agreements, October 1974
4	Life Insurance and Accidental Death and Dis- memberment Insurance Plans in Ontario Collective Bargaining Agreements, February 1975
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6	Major Medical, Prescription Drugs and Dental Plans in Ontario Collective Bargaining Agreements, April 1975
7	Selected Cost-of-Living Provisions in Ontario Collective Bargaining Agreements, May 1975
8	Paid Vacations and Paid Holidays in Ontario Collective Bargaining Agreements, July 1975
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11	Reporting, Call-back and Stand-by Pay; Shift, Saturday and Sunday Premiums; and Work Clothing, Safety Equipment and Tool Allowances in Ontario Collective Bargaining Agreements, March 1976

Special Issues

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Hospital Agreements in Ontario, October 1975

Hourly Wage Rates for Selected Occupations under
Ontario Agreements Covering Nursing Homes and
Homes for the Aged, November 1975

